

State of Wyoming Proposed Personnel Rules

Statement of Principle Reasons

Amended Personnel Rules of the Executive Branch of Wyoming State Government

To Be Filed As Amended Rules

The Human Resources Division of the Department of Administration and Information proposes to amend Chapter 12, renumbering it to Chapter 8 of the State of Wyoming Personnel Rules to streamline and reduce the length of time for resolutions of grievances for permanent employees. The Grievance Committee process was maintained while being shortened by combining the first two steps and reducing time period in certain steps of the process. Provisions that are redundant of statute or policy are deleted, the chapter has been renumbered, references to section and chapter numbers have been amended, and formatting changes have been made for consistency and uniformity.

Chapter 12, Grievances and Appeals for Permanent Employees, is renumbered to Chapter 8 and amended as follows:

- Section 1 is amended to remove unnecessary language.
- Section 2 is amended to remove unnecessary language and add reporting requirement on number and types of grievances an agency receives.
- Section 3 is amended to clarify what constitutes a “grievance” and what does not.
- Section 4 on compliance with procedures was incorporated into Section 2 and eliminated.
- Section 5 was renumbered to Section 4 and amended to shorten the time periods in the grievance procedure in order to reach resolution of the grievance quicker. Added language for the HRD Administrator to forward any agency head decision which involves allegations concerning violations of a statute, rule, executive order or policy to the Governor’s office for investigation in accordance with Executive Order 1997-4.
- Section 6 was eliminated and renumbered Section 5 and amended to provide an opportunity and time periods to appeal an agency head decision or grievance committee decision related to dismissal, involuntary reduction in force, involuntary reappointments to a lower grade, involuntary reappointment due to unsatisfactory work performance, and disciplinary suspensions.
- Section 7 was eliminated and incorporated into the new Section 5.

- Proposed section 6 is added to incorporate by reference the Office of Administrative Hearing's rules on contested cases.
- Proposed Section 7 is added to authorize the consolidation of multiple actions for efficiency purposes.